

Civilian Review Board Work Group Meeting #1
Setting the Context
August 4, 2020

Location: WebEx
Time: 4:00pm – 6:00pm
Attendance: 16 group members

Purpose:

To convene the Civilian Review Board Work Group for the first of six work group meetings. During this first meeting, emphasis will be placed on setting the context for the board, including goals and objectives, project roles, review of best practices, and high-level charter amendment discussions surrounding police-community relations in Columbus, Ohio.

Work Group Charge

- To make recommendations to establish an independent civilian review board to investigate officer misconduct, recommend discipline and provide for civilian oversight and accountability of the Columbus Division of Police based on national best practices and community expectations.
- The Work Group shall examine similar boards and make recommendations on, among other things, how the board will be seated and structured, and the policies, procedures and funding necessary to accomplish its mission.

Meeting Summary:

- Mayor Ginther kicked off the first meeting with a welcome from the City of Columbus. Members of the Work Group introduced themselves and elaborated on their goals for the Group, as well as why they agreed to participate.
- Mo Wright, Facilitator, discussed work group responsibilities, began a conversation around key considerations that members wanted to get from this process, and discussed meeting format and ground rules.
- Lara Baker-Morrish, Chief Counsel Deputy City Attorney, reviewed Columbus' public meeting guidelines and considerations on how they must be conducted. Baker-Morrish also reviewed what can and cannot be discussed between members outside of public meeting times.
- Ken Paul, Chief of Staff, gave a brief overview of the Charter Amendment. This overview included the purpose of the amendment, what it does, and what it does not do.
- Ron Linville, attorney with BakerHostetler, provided an overview of other cities that have a Civilian Review Board.
- Mo Wright, Facilitator, led a conversation around getting group member feedback around topics that they need more information about, intended group outcomes, and any challenges that they believe may arise while working together.
- To close out the meeting, the Review Board Work Group was asked to give feedback to the following questions:
 - What topics do you still need more info about to effectively fulfill your responsibilities to the work group?
 - What additional things are on your mind relative to the work group and our intended outcome together?

- What challenges do we have relative to reaching consensus about the Civilian Review Board Structure and Responsibilities?

Discussion surrounding key considerations for this process are noted below:

- **What is your hope for this group?**
 - To build policies and changes that last and are substantial to the community.
 - To address how possible changes and policies will affect the families that will reach out to the CRB.
 - This group cannot resort to going into silos, but we need to value what each member of the group has to say. We need to complement each other on the things we do well.
 - Design a system that can't be undermined by a future, less-supportive Mayor's Office.
- **How will you know we've been successful in developing the "right" Civilian Review Board for Columbus?**
 - When the first police officer is adequately punished for their transgressions.
 - When we no longer see children scared of police officers.
 - When we have fostered relationships where police officers stand up for the community, and the community stands up when something is wrong and has support for their issues through CRB.
- **What things must we absolutely keep in mind as we do the work that is ahead of us?**
 - We have been convened for a reason, so I hope we have an opportunity to have a say in the policies and decisions made for the city before they are released.
 - Create a sustainable model that will have real accountability measures attached to it.
 - Many people will criticize the process, but we must remain focused.

Facilitated conversation surrounding work group member feedback are noted below:

- **What topics do you still need more information about to effectively fulfill your responsibilities to the work group?**
 - Past challenges with the bargaining and negotiation processes. There needs to also be an educational conversation about limitations that will arise.
 - Information about relevant state laws regarding collective bargaining.
 - Access to view police department Standard Operating Procedures (SOPs).
 - Overview of current officer disciplinary process.
 - General overview of the CPD decision-making process.
 - An overview of the previously created Columbus Safety Advisory Committee's work and outcomes.
 - Information around the other 17 cities being reviewed, commonly seen infractions that are CRB reviewed, and what infractions are not seen often.
 - Information on if any other civilian review boards have accessed federal agencies for further investigation.

- Information about staffing and budgeting of offices, and the number of complaints these offices investigate in comparison to the number of officers working in peer cities.

Member's Attended:

- Jasmine Ayers
- Fred Benton
- Bo Chilton
- Lewis Dodley
- Stephanie Hightower
- Frederick Lamarr
- Kent Markus
- Jonathan McCombs
- Ismail Mohamed
- Densil Porteous
- Aslyne Rodriguez
- Janay Stevens
- Kyle Strickland
- Erin Sync
- Nana Watson
- Anthony Wilson

City Staff & Guests:

- Mayor Ginther
- Ken Paul
- Matthew Smydo
- Kate Pishotti
- Denise Bauer
- Alex Brown
- Lara Baker-Moorish
- Ron Linville (BakerHostetler)